

# Michigan Women

A Publication  
of the  
Michigan  
Women's  
Commission

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◆ GOVERNOR JENNIFER M. GRANHOLM ◆ DEPARTMENT OF CIVIL RIGHTS DIRECTOR KELVIN W. SCOTT ◆  
◆ CHAIR EMMA BELL ◆ EXECUTIVE DIRECTOR JUDY KARANDJEFF ◆

## Wage Disparity Continues

The U.S. Census Bureau issued a new report in September of 2009 based on data from the 2008 American Community Survey. According to their report, women continue to earn less than men nationally. This also holds true in every state and the District of Columbia.

The data indicates that women had lower median earnings than men at the national level and in the state of Michigan:

The 2008 ACS median earnings in the United States:

Women, worked full-time, year-round	\$35,471
Men, worked full-time, year-round	\$45,556
U.S. women's percent of men's earnings was	77.9%.

The 2008 ACS median earnings in Michigan:

Women, worked full-time, year-round	\$35,260
Men, worked full-time, year-round	\$48,720
Michigan women's percent of men's earnings was	72.4%.

Women fared better in California, Arizona, Maryland, New York, Vermont, Georgia, Hawaii, Florida, North

Carolina, and the District of Columbia which all had women's-to-men's earnings ratios that were higher than the national ratio. The District of Columbia had the highest ratio at 88% while Wyoming had the lowest at 64.3%.

A package of legislation has been introduced in Michigan to address this issue. It includes:

SB 486 introduced by Senator Liz Brater to amend the Elliott-Larsen Civil Rights Act to provide equal compensation for comparable work. Assigned to the Senate Committee on Commerce and Tourism.

SB 487 introduced by Senator Liz Brater to modify the provision regarding wage discrimination based on sex. Assigned to the Senate Committee on Commerce and Tourism.

SB 488 introduced by Senator Gretchen Whitmer to establish a commission on pay equity. Assigned to the Senate Committee on Commerce and Tourism.

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## Wage Disparity ...

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*Polly Howe, Pay Equity Network, speaks at the Equal Pay Day Press Conference, April 2009*

SB 489 introduced by Senator Gretchen Whitmer to increase penalties for wage discrimination based on gender. Assigned to the Senate Committee on Commerce and Tourism.

HB 4851 introduced by Representative Joan Bauer to amend the Elliott-Larsen Civil Rights Act to provide equal compensation for

comparable work. Assigned to the House Committee on Labor.

HB 4852 introduced by Representative Pam Byrnes to amend the penal code to increase penalties for wage discrimination based on gender. Assigned to the House Committee on Labor.

HB 4853 introduced by Representative

Sarah Roberts to modify the provision regarding wage discrimination based on sex. Assigned to the House Committee on Labor.

HB 4854 introduced by Representative Dian Slavens to establish a commission on pay equity. Assigned to the House Committee on Labor.

The Michigan Women's Commission and numerous other women's organizations including the American Association of University Women, the National Organization for Women, and the Business and Professional Women's Foundation held a press conference in the Michigan Capitol in the spring of 2008 to show their support for this package of legislation.

Legislation has also been introduced to address the issue at the federal level. In January of 2009, the House of Representatives passed the Paycheck Fairness Act. This act would strengthen the Equal Pay Act by closing the loopholes that have prevented it from being fully effective. In addition, it would improve data collection by the EEOC, thereby enabling the agency to better study pay disparity. The Michigan Women's Commission voted to support this legislation at their quarterly meeting in September.

## Legislative Action:

**T**he House Judiciary Committee reported out 15 bills in the package of legislation that will protect women's health, reduce unintended pregnancies, help prevent the spread of sexually transmitted infections and save scarce public health dollars. The Michigan Women's Commission supported the package of legislation.

The bills on the House floor for second reading are:

- 1) Contraceptive Equity – (HB 5156, HB 5157)
- 2) Emergency Contraception (EC) in the Emergency Room – (HB 5155)
- 3) Emergency Contraceptive (EC) Education – (HB 5165)

- 4) Comprehensive Sex Education – (HB 5163)
- 5) Pap Smear Coverage – (HB 5161, HB 5162)
- 6) Duty to Dispense – (HB 5164)
- 7) Crisis Pregnancy Center (CPC) Regulation – (HB 5158)
- 8) Prevention First Resolution – (HR 120)
- 9) Health Care Reform Resolution - (HR 118)
- 10) Women's Health Resolution - (HCR 23)
- 11) Teen Pregnancy Prevention Resolution – (HR 119)

For more information, go to [www.legislature.mi.gov](http://www.legislature.mi.gov).

# Commission News

**O**n July 21, Governor Jennifer M. Granholm announced the appointments for the Michigan Women's Commission:

**Emily Stoddard Furrow** of Walker, associate with DVQ Studio, is reappointed for a term expiring July 15, 2012.

**Judith S. Rosenberg** of Birmingham, retired property manager of Dunitz Management Company, is reappointed for a term expiring July 15, 2012.

**Estelle P. Smyth** of Escanaba, owner/public relations consultant/operator of Ideas Unlimited, is reappointed for a term expiring July 15, 2012.

**Mary Alice Williams** of Grand Rapids, retired president and CEO of Arbor Circle Corp., is reappointed for a term expiring July 15, 2012.

**Gloria A. Woods** of Bay City, community activist and civic volunteer, is reappointed for a term expiring July 15, 2012.

The Michigan Women's Commission focuses on improving quality of life for women in the state by studying and reviewing the status of Michigan women, directing attention to critical issues that women face, recommending methods to overcome discrimination, promoting methods for women to develop their skills, conducting surveys and establishing advisory committees on vital issues, and recognizing the accomplishments of women in Michigan.

These reappointments are subject to Article V, Section 6 of the Michigan Constitution of 1963. They stand confirmed unless disapproved by the Senate within 60 days.

## Rising to the Challenge

**O**n Friday, October 23, the "Rising to the Challenge" conference will take place from 8:30 a.m. to 4:00 p.m. at Oakland Community College, Farmington Hills. We invite you to join us during this unique one-day conference, where participants can meet and learn from leaders about jobs, housing, financial literacy, child care and other areas to enable you to triumph during these changing times.

"The Women's Bureau is pleased to serve as a catalyst for convening this conference to address financial challenges faced by women and their families. We hope this conference will also help Michigan communities leverage their resources to better serve women," said Nancy Chen, Regional Administrator, Women's Bureau, U.S. Department of Labor.

"Michigan citizens are fortunate to have an opportunity to attend a conference where they can learn about some of the programs available for job

training, housing, and green job opportunities, all in one day, in one place," said Gloria Woods, Vice Chair of the Michigan Women's Commission.

Donele Wilkins, Executive Director of Detroiters Working for Environmental Justice, will be the keynote speaker and highlight her personal experiences and the work of this non-profit organization. Senator Gilda Jacobs, Huntington Woods, will close with next steps for the participants and special door prizes.

The conference is presented by the U.S. Department of Labor, Women's Bureau in collaboration with the Michigan Women's Commission, the Early Childhood Investment Corporation and Oakland Community College. Supporting organizations are Detroiters Working for Environmental Justice, Ingham County Women's Commission, Macomb County Women's Commission, Women's Commission of Oakland County and Womencenter, Oakland Community College.



# New Inductees in the Michigan Women's Hall of Fame



**T**en new inductees will be honored at a benefit dinner to be held Wednesday, October 21, at the Kellogg Hotel and Conference Center located at 55 South Harrison Avenue, East Lansing. A reception will begin at 5:00 p.m., with dinner at 6:00 p.m. and the ceremony at 7:00 p.m. Tickets for the event, priced at \$125, may be reserved by visiting [www.michiganwomenshalloffame.org](http://www.michiganwomenshalloffame.org) or by calling (517) 484-1880, extension 203.

## *The 2009 Michigan Women's Hall of Fame honorees in the CONTEMPORARY CATEGORY are:*

- **Grace Lee Boggs** (lives in Detroit, MI) A long-time advocate for civil rights, labor, and women's issues, Boggs also helped to establish co-ops, community gardens, and youth programs in her adopted city. Detroit's Boggs Center to Nurture Community Leadership bears her esteemed name.
- **Glenda Lappan and Elizabeth Phillips** (lives in East Lansing, MI) This team of educators from Michigan State University created a comprehensive middle school mathematics curriculum used in all 50 states and donated the royalties from their work back to the university to support further mathematics education research.
- **Kay Givens McGowan** (lives in Grosse Ile, MI) This professor of anthropology also serves as a dedicated activist on behalf of American Indians; in 2005, she represented the U.S. at an international gathering that crafted the United Nations Declaration on the Rights of Indigenous Peoples.
- **Jessica Rickert** (lives in Interlochen, MI) Rickert was the first female American Indian dentist in the country, helped establish dental clinics for two tribes in Michigan, and writes a dental column that is read in native newspapers from coast to coast.
- **Betty Tableman** (lives in Lansing, MI) This former director of the Michigan Department of Mental Health Prevention Services unit helped thousands of young children and their parents move toward the development of healthy, nurturing connections.

- **Marlo Thomas** (born in Deerfield, MI) Creator and star of the '60s TV show "That Girl" with four Emmys to her credit, Thomas is also famous as a supporter of feminist causes and for continuing her father's work on behalf of the St. Jude Children's Research Hospital.

## *The Hall of Fame honorees in the HISTORICAL CATEGORY are:*

- **Margaret Chandler** (born in Muskegon, MI) Decades of her hard work resulted in federal recognition for the Little River Band of Ottawa Indians in 1994 and in the preservation of hunting and fishing rights asserted by the 1836 Treaty of Washington.
- **Ruth Ellis** (associated with Detroit, MI) This African-American entrepreneur opened her home and her heart to Detroit's gay and lesbian community. Her life inspired two documentaries and the creation of the Ruth Ellis Center, which provides services for runaway, homeless, and at-risk LGBT youth.
- **Edna Ferber** (born in Kalamazoo, MI) Widely regarded as one of the greatest writers of her day, Ferber – the first Pulitzer Prize winner in the Hall of Fame – penned 13 novels including "Cimarron" and "Giant" and Broadway hits such as "Stage Door" and "Showboat."

Also honored on the evening of October 21 will be **Gerald Beckwith**, the posthumous recipient of the Philip A. Hart Award for his work in helping to establish the Michigan Women's Studies Association and the Hall of Fame.

***Congratulations to all of the recipients!***

## New Women's Directory

**T**he Michigan Women's Commission has just completed updating its Women's Directory. Every year we get information from as many women's organizations as possible in order to complete our directory. Megan Fortune, a volunteer and student at Schoolcraft College, has been updating the directory this year. The new directory with approximately 500 organizations is available at our web site, [www.michigan.gov/mdcr](http://www.michigan.gov/mdcr). If you have any corrections or additions, please email [karandjeffj@michigan.gov](mailto:karandjeffj@michigan.gov). We thank Megan for her work!

# Questions to Ask About Health Reform Plans



**M**ore than 17 million women between the ages of 18 and 64 were uninsured in the United States in 2008, and in more than one-quarter of the states, the uninsured rate for women exceeded 20 percent. In Michigan, between 2007-2008, 14.5% of Michigan's women had no health insurance.

The National Women's Law Center has developed a list of questions that women's advocates can ask as they consider whether health care proposals address women's distinct health care needs.

- ✓ Does the plan expand access to ensure that health coverage is available to all?
- ✓ Does the plan provide care that is affordable?
- ✓ Does the plan ensure comprehensive health coverage?
- ✓ Does the plan adopt insurance market reforms to end unfair practices?
- ✓ Does the plan preserve or expand the role of public health insurance programs?
- ✓ What is the role of employer-sponsored health coverage?
- ✓ Does the plan address health disparities faced by women in minority groups, as well as those women who live in rural and underserved areas?
- ✓ Does the plan take steps to control costs, while ensuring quality care?

As health care reform discussions take place at the state and federal level these questions may be useful. For up-to-date information about the status of federal health care reform proposals, go to [www.nwlc.org](http://www.nwlc.org).

## Flu Season

**T**he Michigan Department of Community Health (MDCH) has multiple divisions planning for an increase in influenza this fall, including the Bureau of Epidemiology, the Bureau of Laboratories and the Office of Public Health Preparedness. "It is important that we have a coordinated federal, state, and local response, so we are holding statewide conference calls and meetings for local public health officials as we prepare for a novel H1N1 vaccination campaign," said Janet Olszewski, director of the MDCH.

The seasonal flu vaccine is available now. Contact your physician to see if he or she is giving it. If not, contact your local health department for details on where to get the seasonal flu shot. Novel H1N1 vaccine is expected to be available later this fall. Seasonal flu vaccine will not protect against novel H1N1 flu. Protect your family. Get your seasonal flu vaccine now and be prepared to get the Novel H1N1 vaccine as soon as it's available.

The flu is an infection of the nose, throat and lungs. It is spread by coughing, sneezing or talking. Most people are sick for about a week and then feel better. People with the flu develop a high fever, headache, dry cough, sore throat and achy muscles very quickly.

Public health officials will continue to emphasize the importance of promoting flu prevention: getting vaccinated, frequent hand washing with soap and water when possible, covering noses and mouths with a tissue when coughing or sneezing, and staying home when sick.

All updates to provide Michigan residents with accurate and timely information about both seasonal and novel H1N1 Influenza are available at [www.michigan.gov/flu](http://www.michigan.gov/flu).

## Flint Study

**J**essica Hamel, our former intern, and a master's student at MSU, has updated census information in order to help us complete our study of the status of women and girls in Genesee County, based on American Community Survey public use microdata. We will present the findings at a breakfast meeting in Flint on Tuesday, October 20, hosted by the Greater Flint Foundation. We thank Jessica for her work!

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# CALENDAR

**October – National Domestic Violence Awareness Month** – [www.ncadv.org](http://www.ncadv.org) And **National Breast Cancer Awareness Month** – [www.cancer.org](http://www.cancer.org)

**Oct. 20 – World Osteoporosis Day** - <http://www.iofbonehealth.org>

**Oct 22 – Women's Hall of Fame dinner** - [www.michiganwomenshalloffame.org](http://www.michiganwomenshalloffame.org)

**Oct 23 – "Rising to the Challenge" Conference.** [www.michigan.gov/mdcr](http://www.michigan.gov/mdcr)

**Nov. 26 – Sojourner Truth Day** <http://www.sojournertruth.org/>

**Dec. 1 – World AIDS Day** [www.worldaidsday.org](http://www.worldaidsday.org)

**Dec. 2 – 10:00 a.m., MWC Legislative Committee meeting and Noon, MI Women's Commission meeting.** Lansing.  
Call 517-373-2884 for information.

## Mailing List Update

If your name or address needs to be changed on our newsletter mailing label, or if you receive duplicates, please mail or fax (517-335-1649) the correct information (along with your current label) to the address or fax number listed. You can also email us at [MDCR-WomensComm@michigan.gov](mailto:MDCR-WomensComm@michigan.gov).